

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

HR COMMITTEE MEMBERS PRESENT: Marsik; Duchac, Frohling, Greshay and Schmidt.

Minutes of the special meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Wednesday, September 9, 2015 at 8:30 A.M., in meeting room 4C located on the fourth floor of the Administration Building.

ALSO PRESENT: Sarah Eske, HR Director; Jim Mielke, County Administrator; Dale Schmidt, Sheriff, Angi Zilliox, HR Specialist; Russ Freber, Director Physical Facilities, Julie Kolp, Finance Director; Shelby Miller, HR Assistant II.

Meeting called to order by Marsik at 8:35 a.m.

Roll call was taken. All members present.

Eske verified that the meeting was noticed in compliance with the Open Meetings Law.

Motion by Greshay to approve the agenda and allow the Chairperson to go out of order to efficiently conduct the meeting. Second by Schmidt. Motion carried.

Marsik asked if anyone present had any public comments. None.

Sheriff Dale Schmidt explained to the Committee the reason for the lateness of the Law Enforcement Committee Resolution to add one new, benefited, full-time position of Communication Officer, and one new, full-time, benefited Traffic Patrol Officer positions effective January 2, 2016. He also explained, in great detail, the need for these two positions for his department. This Resolution will be going before the full County Board on Tuesday, September 15, 2015.

Eske explained to the Committee that currently Dodge County is participating in the WI public employers' group health insurance program in the Deductible HMO-Standard PPO, P04 option. In 2016, the WI Department of Employee Trust Funds (ETF) has added a dental plan to the Deductible HMO-Standard PPO, P04 option. She explained the premium increase for the 2016 P04 option amount is 5.99% for the lowest cost plan in Dodge County which in 2015 is Unity Community. Eske explained that ETF added a new Deductible HMO-Standard PPO without Dental, P14 option. She explained that this new option has the same level of coverage as the current 2015 P04 option. She explained that the 2016 Deductible HMO-Standard PPO without Dental, P14 has a 2% increase in premiums for the lowest cost plan in Dodge County over the 2015 premiums. Eske explained that the lowest cost plan in Dodge County will remain Unity Community in 2016. Eske explained that the 2015 employee premium contribution is set at 10.5% of the lowest cost plan in Dodge County for both the non-public safety and public safety employees and the employer contribution is set at 89.5% of the lowest cost plan in Dodge County. Eske shared the P14 option total premiums, employer and employee contributions for non-public safety employees and public safety employees using the same contribution percentages set for 2015. Eske and Mielke answered questions from the Committee.

Eske explained that the 2% increase in the Health Insurance Plan P14 for 2016 will affect the Affordable Care Act (ACA) standards/health benefits offered to certain Clearview employees.

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Eske further explained that under the ACA the County must offer affordable coverage to employees. She indicated the Committee approved a change in Clearview's policy at the last meeting to comply with the ACA definition of affordable coverage, which is defined as coverage that costs the employee no more than 9.5% of his/her own income based on the least expensive single coverage plan offered. She explained that to continue to be in compliance with the ACA a change will need to be approved by this Committee. She explained that the change in policy stated that the employee contribution will be set at 20% of the lowest cost plan in Dodge County for both single and family coverage. She stated that the Committee could choose to change the employee contributions to 19.5%, which would put the County back in compliance at 9.45% or change the employee contributions to 19% which would also put the County back in compliance at 9.2%. Eske explained the remainder of the new policy for certain Clearview employees will remain the same. Eske and Mielke answered questions from the Committee.

Motion by Schmidt to approve to set the 2016 employee premium contributions at 10.5% of the lowest cost plan for the Deductible HMO-Standard PPO without Dental, P14 option for non-public safety employees and public safety employees including management and to approve a 19% employee premium contribution for 2016 for certain Clearview employees in order to remain in compliance with the ACA. Second by Greshay. Motion carried.

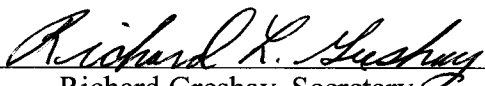
Eske further explained that a resolution approved by the County Board is needed to move the County from the Deductible HMO-Standard PPO with Dental, PO4 option to the Deductible HMO-Standard PPO without Dental, P14 under the WI public employers' group health insurance program. Eske explained that ETF provided a resolution template which Corporation Counsel revised to meet Dodge County's format. Discussion was held regarding the need to keep "(pursuant to collective bargaining)" language in the resolution as choice of plan design is a prohibited subject of bargaining. It was the consensus of the Committee to sign one resolution keeping the collective bargaining language and sign one resolution which removed the collective bargaining language. Eske indicated she will follow up with ETF to determine which resolution they prefer to receive.

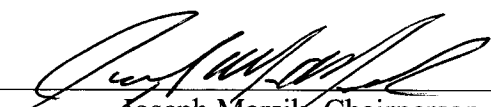
Motion by Frohling to approve the resolution and forward it to County Board. Second by Greshay. Motion carried. All members present signed both resolutions.

Future Meeting Dates and Times:

The next scheduled meetings of the Human Resources and Labor Negotiations Committee are regular meetings on **September 15, 2015 and October 6, 2015 at 9:00 a.m.**, which will be held in room 4C of the Administration Building.

Meeting adjourned by order of the Chair at 9:10 a.m.


Richard Greshay, Secretary


Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.